Government of
Northwest Territories

2015

Ekati, Diavik and Snap Lake

SOCIO-ECONOMIC AGREEMENTS

IMPLEMENTATION REPORT

PREPARED BY
Industry, Tourism and Investment
Education, Culture and Employment
Health and Social Services
Justice
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Government of
Northwest Territories

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Executive Summary

The Government of the Northwest Territories (GNWT) has signed Socio-Economic Agreements (SEAs) with four diamond mines in the Northwest Territories (NWT). These include the Ekati, Diavik, Snap Lake, and Gahcho Kué SEAs.

As part of its own commitments under these SEAs, the GNWT produces two distinct annual reports: i) Communities and Diamonds contains statistical information on key indicators – both identified in SEAs and additional indicators as needed; and ii) a report on the implementation of government programs and services relating to SEA commitments (this document). The implementation of GNWT programs and services is ongoing throughout the NWT, and programs highlighted in this document are not specific to any one SEA, but rather delivered for the benefit of all NWT residents.

SEA commitments can be categorized as addressing training and career development, crime, family violence, housing, mental health and addictions, and business development. This report highlights the implementation of programs and services in the 2015 calendar year delivered by the GNWT departments of Industry Tourism and Investment (ITI), Education, Culture and Employment (ECE), Health and Social Services (HSS), Justice, and the NWT Housing Corporation.

Under training and career development commitments, the GNWT offered training programs and resources to over 1,800 individuals in Yellowknife, Detah and N'dilǫ, as well as to over 170 individuals in the communities of Behchokǫ̀, Whatì, Gamètì, Wekweètì and Łutselk'e. Other programs such as NWT Job Futures, career counselling services and career fairs sought to highlight and encourage careers in technology, science, engineering and mining. In total, over 1,100 individuals participated in career counselling support events and activities. More than 35 individuals participated in programs through the Mine Training Society, which the GNWT contributed to.

The GNWT supports a number of initiatives designed to combat family violence and violence against women in NWT communities and to help those directly and indirectly affected by crime. Communities can establish Community Justice Committees (CJC) and access funding available through the Community Justice Program, which assists communities in developing an alternative approach to justice. CJCs can also organize and deliver crime prevention initiatives that are tailored to their community's needs. Examples of these are provided in the report. Initiatives such as the NWT Wellness Court provide a holistic approach to justice by addressing the offender's underlying causes of his or her criminogenic behaviour.

With regard to housing, the introduction of income ranges to assess household income ensures that tenants will have the ability to earn extra income without necessarily having their rent increase. This addresses a concern brought forward during SEA-related community meetings that any increase in income would be lost through increases in rent.

In terms of business development, the GNWT Department of ITI provided over $4.1 million through Support for Entrepreneurs and Economic Development (SEED) programs in five categories for 479 NWT individuals, businesses and organizations over the reporting period: sector support, community economic development, micro business, business intelligence networking, and entrepreneur support. During the reporting period, the NWT Business Development and Investment Corporation (BDIC) approved over $7 million of credit, and provided over $500,000 in contributions. The GNWT Business Incentive Policy (BIP) Office has over 1,500 Northern businesses registered and this data is provided to the mine. Other business development is supported through programs such as Economic Development Officers (EDO) and programs such as the Community Futures program, as well as training through various Aurora College programs.

Finally, SEA-related community meetings were offered to all SEA-impacted communities and were undertaken in the communities of Łutselk'e and Detah in 2015, while scheduled meetings in the Tłı̨chǫ communities were postponed until 2016, due to unforeseen circumstances.

Training and Career Development

Training Efforts Relevant to the Project

Listed below are programs through which the Government of the Northwest Territories (GNWT) carries out its training and career development commitments under the Socio-Economic Monitoring Agreements (SEAs). This report is based on active programs and contracts in the 2015 calendar year.

For Tables 1 through 6, training programs are classified as follows:

Job-Specific:	This includes training, education, and support programs directed at a specialized field of study and on-the-job or off the-job training for a specific occupation. Apprenticeship Training-on-the-Job (ATOJ) is an example.
Pre-Employment:	This includes training supports and programs designed to occur before a person's involvement in the workforce or in specialized training. Examples include Student Financial Assistance (SFA) or Employment Assistance Services (EAS).
Literacy:	This includes programs aimed at improving youth and adult education levels and access to specific education and training programs. An example of this program is the Community Literacy Development Fund (CLDF).

It is important to note that programs last different lengths of time. One person may also benefit from more than one program within a reporting period. Therefore, the reported number of participants may not be directly comparable within a classified category, (i.e. Aboriginal, Non-Aboriginal, Not reported).

Yellowknife/Detah/Ndilǫ

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds** (Detah/Ndilǫ)	—	—	—	—	—	—	3	2	0	5	60	40	0
Apprenticeship Training-on-the-Job	8	70	0	—	—	—	—	—	—	78	10	90	0
Training-on-the-Job/Labour Market Agreement – Work Experience	0	2	0	—	—	—	—	—	—	2	0	100	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	377	1342	0	—	—	—	1719	22	78	0
Building Essential Skill/ Labour Market Agreement – Skills Development	20	41	0	—	—	—	—	—	—	61	33	67	0
Self-Employment Option/ Labour Market Development Agreement	3	20	0	—	—	—	—	—	—	23	13	87	0
Small Community Employment Support (Detah)	0	0	0	—	—	—	—	—	—	0	0	0	0
Targeted Initiative for Older Workers	—	—	—	—	—	—	—	—	—	—	—	—	—

— Data not applicable

** Represents the number of contracts, not participants

Behchokǫ̀

TRAINING BY TYPE AND ETHNICITY											PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
PROGRAM	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds** (Includes Whatì, Gamèti, Wekweètì)	—	—	—	—	—	—	1	0	0	1	100	0	0
Apprenticeship Training-on-the-Job	0	0	0	—	—	—	—	—	—	0	0	0	0
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	—	—	—	—	—	—	0	0	0	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	104	2	0	—	—	—	106	98	2	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	—	—	—	—	—	—	0	0	0	0
Self-Employment Option/ Labour Market Development Agreement	1	0	0	—	—	—	—	—	—	1	100	0	0
Small Community Employment Support (Detah)	0	0	0	7	0	0	—	—	—	7	100	0	0
Targeted Initiative for Older Workers	—	—	—	—	—	—	—	—	—	—	—	—	—

— Data not applicable

** Represents the number of contracts, not participants

Whatì

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds** (Includes Whatì, Gamèti, Wekweèti)	—	—	—	—	—	—	0	0	0	0	0	0	0
Apprenticeship Training-on-the-Job	0	0	0	—	—	—	—	—	—	0	0	0	0
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	—	—	—	—	—	—	0	0	0	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	17	0	0	—	—	—	17	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	—	—	—	—	—	—	0	0	0	0
Self-Employment Option/ Labour Market Development Agreement	0	0	0	—	—	—	—	—	—	0	0	0	0
Small Community Employment Support (Detah)	8	0	0	—	—	—	—	—	—	8	100	0	0
Targeted Initiative for Older Workers	—	—	—	—	—	—	—	—	—	--	—	—	—

— Data not applicable

** Represents the number of contracts, not participants

Gamèti

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds** (Includes Whatì, Gamèti, Wekweèti)	—	—	—	—	—	—	0	0	0	0	0	0	0
Apprenticeship Training-on-the-Job	0	0	0	—	—	—	—	—	—	0	0	0	0
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	—	—	—	—	—	—	0	0	0	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	21	0	0	—	—	—	21	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	—	—	—	—	—	—	0	0	0	0
Self-Employment Option/ Labour Market Development Agreement	0	0	0	—	—	—	—	—	—	0	0	0	0
Small Community Employment Support (Detah)	8	0	0	—	—	—	—	—	—	8	100	0	0
Targeted Initiative for Older Workers	—	—	—	—	—	—	—	—	—	—	—	—	—

— Data not applicable

** Represents the number of contracts, not participants

Wekweèti

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds** (Includes Whatì, Gamèti, Wekweèti)	—	—	—	—	—	—	0	0	0	0	0	0	0
Apprenticeship Training-on-the-Job	0	0	0	—	—	—	—	—	—	0	0	0	0
Training-on-the-Job/Labour Market Agreement – Work Experience	1	0	0	—	—	—	—	—	—	1	100	0	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	0	0	0	—	—	—	0	0	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	1	0	0	—	—	—	—	—	—	1	100	0	0
Self-Employment Option/ Labour Market Development Agreement	0	0	0	—	—	—	—	—	—	0	0	0	0
Small Community Employment Support (Detah)	2	0	0	—	—	—	—	—	—	2	100	0	0
Targeted Initiative for Older Workers	0	0	0	2	0	0	—	—	—	2	100	0	0

— Data not applicable

** Represents the number of contracts, not participants

Łutselk'e

PROGRAM	TRAINING BY TYPE AND ETHNICITY										PARTICIPATION RATE BY PRIORITY GROUP (%)		
	Job-Specific			Pre-Employment			Literacy						
	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Aboriginal	Non-Aboriginal	Not Reported	Total	Aboriginal	Non-Aboriginal	Not Reported
Community Literacy Development Funds**	—	—	—	—	—	—	0	0	0	0	0	0	0
Apprenticeship Training-on-the-Job	0	0	0	—	—	—	—	—	—	0	0	0	0
Training-on-the-Job/Labour Market Agreement – Work Experience	0	0	0	—	—	—	—	—	—	0	0	0	0
Student Financial Assistance (Winter/Spring 2015)	—	—	—	5	0	0	—	—	—	5	100	0	0
Building Essential Skill/ Labour Market Agreement – Skills Development	0	0	0	—	—	—	—	—	—	0	0	0	0
Self-Employment Option/ Labour Market Development Agreement	0	0	0	—	—	—	—	—	—	0	0	0	0
Small Community Employment Support (Detah)	0	0	0	—	—	—	—	—	—	0	0	0	0
Targeted Initiative for Older Workers	—	—	—	—	—	—	—	—	—	—	—	—	—

— Data not applicable

** Represents the number of contracts, not participants

Program Summary

Apprenticeship Training-on-the-Job (ATOJ)

ATOJ is a wage subsidy program designed to offset employer costs incurred while training and employing apprentices in trades designated under the *NWT Apprenticeship, Trade and Occupation Certification Act.* The principal goal of the program is to increase the number of skilled Northern residents in designated trades in the NWT through supported training.

Community Literacy Development Fund (CLDF)

The CLDF provides financial assistance to community organizations to develop and deliver local programs that will increase literacy skills and raise awareness of the importance of literacy. Funding may be given to projects such as: tutoring, community learning groups, job search skills, public awareness, health, development of learning materials and basic technology literacy. Intergenerational family literacy programs, which include adult and community literacy awareness programs, will also be funded. The CLDF supports literacy development in all 11 NWT official languages, with an emphasis on Aboriginal languages as identified in the NWT Literacy Strategy.

Student Financial Assistance (SFA)

The SFA program provides assistance to eligible NWT residents to help them with their postsecondary education-related expenses. Full-time students can apply for a Basic Grant, Supplementary Grant, Remissible Loan, Repayable Loan and/or the Study Grant for Students with Permanent Disabilities. The types of assistance available are based on student categories.

Labour Market Development Agreement (LMDA)

The Canada-NWT LMDA allows the NWT to deliver labour market programs that support unemployed residents who are in receipt of employment insurance benefits or have been in receipt of employment insurance benefits within the past three to five years.

Building Essential Skills

The Building Essential Skills program is a short-term support program that assists eligible individuals to get the training or education needed to obtain employment.

Self-Employment Option (SEO)

The SEO program helps people without jobs who choose to start their own business by helping them develop business and financial plans and supporting the implementation of their plans.

Training on the Job (TOJ)

The TOJ program aims to help NWT residents gain work skills needed for meaningful and steady jobs. Wage supports are given to companies to lower the costs of training.

Canada-Northwest Territories Job Fund Agreement

The Canada-Northwest Territories Job Fund Agreement provides access to comparable programs for Employment Insurance (EI) clients and those not eligible for EI, to enhance the labour market participation of all Northwest Territories' residents, particularly low-skilled workers and under-represented groups and to encourage greater employer involvement in training.

The Canada Northwest Territories Job Fund Agreement is divided into three streams:

Canada-Northwest Territories Job Grant	Provides funding to eligible employers committed to training eligible employees or potential employees in specific skills needed for a job.
Employer Sponsored Training	Provides funding to eligible employers committed to training eligible beneficiaries to gain specific skills needed for a job.
Employment Services and Supports	Provides funding for programs designed to enhance the labour market participation of eligible beneficiaries by assisting them to prepare for entry into, or return to, employment.

Community Initiatives

Provides support for organizations to deliver community and regional activities aimed at engaging under-represented groups in the labour market.

Activities may include:

- Training programs, workplace education programs;
- Community projects (such as Construction Boot Camp and Trades Awareness programs), and labour market partnerships; and
- Also includes employment assistance services such as job coaching, counseling, and labour market information.

Small Community Employment Support (SCES)

The Small Communities Employment Support program provides employers with a wage subsidy for individuals, 15 years of age and older, living in small and remote communities. The support is job or project based and enables participants to gain work experience and acquire essential skills needed to become employed, while also promoting self-confidence and self-reliance. The program also provides support for third party agencies and partnerships to deliver project-based training and work experience that may lead to longer term employment by helping to develop workplace essential skills.

Other GNWT Training Responsibilities

The GNWT is committed to collaborating with industry to encourage careers in a broad range of occupations, including technology, science and engineering. In addition to programs described in this report, other collaborative efforts made by the GNWT to get more NWT residents working and/or increasing job-ready skills are highlighted below.

NWT Job Futures

This online tool provides career, employment and education requirements for 140 occupations. Information includes what people do, how much they earn, educational background and future prospects. NWT Job Futures can be found online at http://jobfutures.statsnwt.ca/.

Career Counselling

During the reporting period, the GNWT provided career counseling services and support to career fairs that included mining jobs and information, under the program areas listed below.

ECE Service Centres

Education, Culture and Employment (ECE) Service Centres offer career counselling, career workshops, tutoring, career resource libraries, and the organization of career fairs and conferences. This is in addition to the delivery of regular ECE programs. Support is also given to NWT schools to increase student and staff understanding of programs and services, while Career Development Officers give ongoing support to NWT community residents. Tables 7, 8 and 10 provide examples of career development work done through the ECE Service Centres.

Employment Assistance Services (EAS)

EAS allow community groups to provide career and employment assistance for direct local needs. Needs may be due to sudden shifts in the labour market or groups requiring additional support that is not usually available. EAS activities help people make informed career choices to prepare for, find and keep work.

Career Counselling Resources

Career counseling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres, and online.

Career Counselling Support Events and Activities

Event	Description	Community	Participation
Monthly workshops in Yellowknife	Interview Skills, resume writing, job search and presentation to NGOs, St. Pat's high school, Power Up! Youth Conference	Yellowknife	343
Skills Canada	Territorial Competitions	Yellowknife	50
Open House	GNWT HR Open House	Behchokǫ̀	15
Skills and Ethics workshop	Presentation to Aurora College and high school students	Whatì	30
Career Fair	Career Fair for the communities of Detah, Ndilǫ and Yellowknife	Detah	200
Community Visits	Visits made by the North Slave ECE Service Centre to provide community groups, schools, community governments, and companies with information on programs and services.	Behchokǫ̀, Detah, Whatì, Gamètì, Wekweètì	450+
Career Development/ Apprenticeship presentations	Program presentations to grade 10-12	Gamèti	10
Apprenticeship, SFA, Personality Dimensions	Presentations to high school and IMBE program students	Behchokǫ̀	44
Proposal Writing workshop	Delivery of a proposal writing workshop to Tłı̨chǫ̀ Government staff	Wekweètì	2
Personality Dimensions/True Colours Workshops	Personalities Dimensions Workshops are planned to help people find their own characters, likes, dislikes, skills, strengths and weak points.	Yellowknife	22

Information reported is only for the communities noted under the SEAs. Other events in the NWT may not be listed.

Career Events

Event	Description	Community	Participation
NWT-South Regional Skills Competition & Career Fair (Feb. 2015)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about eight contest areas available and competitors are students from the South Slave, Deh Cho, and Tłı̨chǫ; career fair was organized by South Slave Divisional Education Council in partnership with Skills Canada NWT.	Hosted in Hay River, open to all South Slave, Deh Cho, & Tłı̨chǫ communities	25 competitors, 13 exhibitors; student visitors not tracked by SC-NWT
NWT-North Regional Skills Competition & Career Fair (Mar. 2015)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about eight contest areas available and competitors are students from the Beaufort Delta & Sahtu; career fair was organized by staff at East Three Secondary School in partnership with Skills Canada NWT	Hosted in Inuvik, open to all Beaufort Delta & Sahtu communities	39 competitors, 34 exhibitors; student visitors not tracked by SC-NWT
Territorial Skills Competition & Career Expo (April 2015)	This Olympic-style competition has youth competing against each other in their chosen trade and technology areas. There are about 15 contest areas available and competitors include both secondary and post-secondary students/apprentices. The Career Expo is sponsored by GNWT – ECE.	Hosted in Yellowknife, open to all NWT communities	81 competitors; 19 exhibitors; 11 try-a-trade booths; over 875 student visitors
Skills Canada National Competition (May 2015)	This national competition involves the best youth from each province and territory competing in 40 contest areas. Competitors generally qualify through provincial & territorial competitions. Competitors are both secondary and post-secondary students/apprentices.	Hosted in Saskatoon	19 competitors from NWT; 1 national silver medal in PS Cabinetmaking
Skills Clubs (Ongoing)	Volunteer mentors coach high school youth in various trades and technology related skills, such as cooking, carpentry, welding, and more.	NWT Communities incl. Aklavik, Ft. McPherson, Ft. Resolution, Ft. Simpson, Ft. Smith, Inuvik, Paulatuk, Tulita, Ulukhaktok, Yellowknife	Varies (usually 4-12 per club)
Presentations to Schools/ Youth	Presentations include information about careers in trades, chances to win prizes, and hands-on activities where practical.	NWT Communities	Varies (usually 6-20 youth per presentation)
Skills Canada NWT - Power Up Youth Conferences (Nov. 2015)	The Power Up Youth conferences have about 25 expert mentors in skilled trades, technology and non-traditional jobs hosting workshops for students.	Hosted in Yellowknife, open to grade 8 students from all NWT communities	127 girls 86 boys
Trades Awareness Program	The South Slave Communities Learning Network, comprised of the South Slave Divisional Education Council, Aurora College – Thebacha Campus and Education, Culture and Employment – South Slave, developed a Youth Trades Awareness Program in communities with limited shops or other training areas. A two part Introductory/Intensive program is carried out for selected students in the South Slave Region.	Held in Fort Smith South Slave Region (Fort Smith, Hay River, Enterprise, Fort Resolution and Kátł'odeeche First Nation	Introductory - 47 Intensive - 28
Apprenticeship Training Officer Support	Apprenticeship training officers meet with employers and apprentices and conduct site visits, trade entrance exams, and training evaluations.		

Training

During the reporting period, the GNWT worked with organizations to coordinate the delivery of training programs listed below.

Aurora College

Aurora College delivers post-secondary schooling in trades, professional, certificate, diploma and degree programs. Aurora College also works with businesses and Aboriginal groups to meet sector, regional and community training and education needs.

In addition to education and training programs, Aurora College provides support services to improve each student's chances for success. These services include counseling, housing, libraries, sports, student success centres and other services. Other career support is provided through adult educators in Detah / N'dilǫ, Łutselk'e, and each of the four Tłı̨chǫ̀ communities. Adult educators provide adult literacy and basic education, as well as other training programs on an as-needed basis.

Mine Training Society (MTS)

The MTS is a group focused on developing a strong labour supply for the mining industry. The MTS includes members from mining companies, Aboriginal authorities and government. Specific job openings are identified before setting up training programs, which provides successful participants with a greater chance of gaining employment. Members of the society also develop learning materials and support systems. The GNWT provides annual funding and in-kind support.

Through Aurora College, the GNWT contributed to the following programs/projects offered by the MTS:

Program/Project	Description	Organization/ Community	Participation
Underground Traineeship	An introduction to geology and basic mining and a site visit for students to experience physical realities of underground mining.	Diavik, Snap Lake, Ekati	12, 5, 3
Mineral Process Operator Technician		Diavik, Snap Lake, Ekati	3, 0, 3
Safety Boot Camp	A Safety Boot Camp was held, in collaboration with the Mine Training Society, to provide common, industry accepted standardized training for candidates entering into the mining or construction industry in the NWT. This training met both the *Mine Health & Safety Regulations* of the NWT and Nunavut and met acceptable standards and best practices.	Fort Smith May 4 - 15, 2015	10

Information reported is only for the communities noted under the SEAs. Other events in the NWT may not be listed.

Underground Mine Training Simulators

The GNWT, Aurora College, Aboriginal Affairs and Northern Development Canada, Dominion Diamond Ekati Corporation, Diavik, and De Beers Canada Inc. partnered to purchase four underground mine training simulators in 2008. There is one stationary simulator located in Yellowknife and three portable models that can be brought into communities, and can also be used in career fairs and other events to create exposure, awareness and stimulate interest in underground mining jobs.

Computerized programs provide a realistic hands-on learning experience and lead the participant through a series of job-related maneuvers similar to those that the operator would perform on the job, in a safe and controlled environment, using modern tools and equipment.

Skills Canada NWT

Skills Canada NWT is a group that works with youth, employers, teachers, labour groups and government to promote careers in skilled trades and technology for Northern youth. Funding support is provided by companies and the federal and territorial governments. Through skills clubs, students get lessons from trades and technology experts who donate their time to share their skills with youth. Programs and events promote trades and technologies. Skills clubs include weekly two-hour lessons during an eight to 24 week period.

Ready to Work North (R2WN)

R2WN is a job-readiness program created to prepare entry-level NWT workers with essential skills for jobs. Lessons were developed using transferable skill standards that were adapted for use in the NWT. Lessons include activities that are related to trades industries, government and the service sector in the NWT.

Introduction to Mining

The community-based Introduction to Mining course is six weeks long, including two weeks of R2WN.

Underground Miner Training Program

The MTS sponsors, and Aurora College delivers, the Underground Miner Training Program. The program is 12 weeks long and includes an introduction to geology and basic mining principles, as well as a site visit to expose students to the physical realities of underground mining. Students receive an Aurora College record of achievement upon completion.

Apprenticeship and Occupational Certification (AOC)

ECE invests over $3 million annually to support apprenticeship and occupational training and certification. This supports the Apprenticeship, Trade and Occupations Certification Board (ATOCB); trade advisory boards; program development; shop accreditation; technical training programs; examinations and certifications; and wage subsidies to eligible employers to hire and train apprentices.

ECE funds Aurora College to deliver apprenticeship technical training at the Thebacha Campus in Fort Smith in trades that have the highest number of registered apprentices. This currently includes: carpenter, plumber, heavy duty equipment technician, electrician and housing maintainer. Aurora College also delivers a number of pre-trades and other industrial training programs such as mineral processing, camp cook, heavy equipment operator and underground mining.

Program/Project	Description	Organization/ Community	Participation
Trade Entrance Examinations	Conducted on a regular monthly basis at the North Slave ECE Service Centres.	Yellowknife	68
Trade Entrance Examinations	Conducted on an 'as needed' basis at the Fort Smith or Hay River ECE Service Centres.	South Slave Region (Fort Smith, Hay River, Enterprise, Fort Resolution and Kátł'odeeche First Nation)	37

Information reported is only for the communities noted under the SEAs. Other events in the NWT may not be listed.

Schools North Apprenticeship Program (SNAP)

SNAP is a program that allows students to register as apprentices and stay in school while gaining trades experience and earning school credits. This program is based on a partnership between industry, ECE and high schools.

CRIME

Community Policing

The Royal Canadian Mounted Police (RCMP) provides policing services to all NWT communities under a contract between the GNWT Department of Justice (DOJ) and the Department of Public Safety Canada. The RCMP is founded on a community-based policing model, which "G" Division follows to the full extent. Local detachments provide service directly to residents, with backup from other detachments and "G" Division specialists when necessary.

There are 21 RCMP detachments in the Northwest Territories (NWT). Communities without permanent detachments are serviced by detachments in nearby communities. Detah and Ndilǫ are patrolled out of Yellowknife. Wekweètì does not have a permanent detachment and is patrolled out of Behchokǫ̀. While Gamèti does not have a detachment, it has two dedicated RCMP members that are based out of Behchokǫ̀ but who are in Gamèti. Patrols to Gamèti are planned to take place weekly with a patrol of three days and two nights duration, pending operational requirements. The members work a four-days-on / four-days-off schedule. The four-days-on consist of three days and two nights in the community, with a fourth day at the host detachment for administrative work. Whatì and Łutselk'e both have detachments staffed by two members each. The RCMP territorial Operations and Communications Centre provides support to all detachments and communities 24 hours a day, 7 days a week.

The following table outlines the number of RCMP patrols and calls for service to the Point of Hire communities without permanent detachments in 2015. A "call for service" is when the RCMP is contacted by a member of the public to report a crime or request RCMP assistance. A "patrol" occurs when the RCMP attends a community for a variety of purposes: to do a school visit, to conduct an investigation, to make an arrest or perform a property check, or simply to patrol the community. A patrol can last several days, but it is only counted as one patrol.

Community	Calls for Service	Number of Patrols
Wekweètì	10	11
Gamèti	112	38
Detah	125	504
Ndilǫ	409	1,764

Effective crime prevention depends on the collaborative efforts of the RCMP, the Department of Justice, community leadership and community members. As it does annually, the RCMP "G" Division met with each community to identify policing priorities and action plans in 2015-16 fiscal year. The Policing Action Plans are based on the specific needs of each community and factor in the financial and human resources available to support the priorities. Working together on an action plan enhances communications between partners and increases the level of commitment towards achieving local goals.

Beginning in the summer of 2015, RCMP detachments track their actions under the Action Plans and report results on a quarterly basis to the Department of Justice and community leadership. In 2016-17, the Department and the RCMP will work together to evaluate the implementation of the Policing Priorities and Action Plans, as well as examine trends. This will provide valuable information for the planning of future policing services.

The Government of the Northwest Territories (GNWT) supports a number of initiatives designed to prevent crime and provide communities with alternatives to the traditional criminal justice system.

Community Justice Committees

Communities can establish Community Justice Committees (CJC) and access funding available through the Community Justice Program. This program assists communities in developing an alternative approach that meets the unique needs of each community and provides for a safe environment. Every community in the NWT is eligible for program and coordinator contribution funding that can fund community-based solutions for programming in the area of victim services, community policing, Not Us! drug and alcohol awareness, family violence, and crime prevention. In 2015 there were operating CJCs in Behchokǫ̀, Gamèti, Wekweètì, Whatì, Yellowknife, and a single Committee serving Ndilǫ and Detah. Committees planned and delivered crime prevention activities in their communities, including:

- The Gamèti CJC held a cross country ski event that included all four Tłı̨chǫ communities, which created an opportunity for interaction and promoted healthy living and staying active.
- The Wekweètì CJC held various community gathering events for national Victims of Crime Awareness Week, as well as Mother's Day and Father's Day events.
- The Yellowknife CJC collaborated with several organizations and hosted a barbeque and sober dance for Recovery Awareness Week.
- The Ndilǫ and Detah CJC held several events over Restorative Justice Awareness Week that included information booths on topics such as addictions, bullying prevention, healthy lifestyles and presentations from elders on traditional teachings.
- The Behchokǫ̀ CJC participated in a presentation on National Victims of Crime Awareness Week.
- The Whatì CJC hosted a variety of inter-agency meetings that focused on community safety.

CJCs accept diverted youth and/or adult cases from the RCMP and Crown. These cases are dealt with using a restorative model of justice through sentencing panels, victim and offender reconciliation, family group conferencing, and/or other community-based approaches. RCMP may also divert youth from the justice system using extrajudicial measures, such as cautions and warnings. In 2015-16, 24 individuals were diverted by the RCMP in the Point of Hire communities to CJCs. (Note: This total does not include the total that was diverted by the Crown. The Department will be able to report this number in future Implementation Reports).

Not Us! Awareness Campaign

Prior to 2015, each Point of Hire community had accessed the initial $10,000 funding for the establishment of a local Not Us! awareness campaign. In 2015, Detah, Ndilǫ, Gamèti, and Yellowknife also accessed the annual sustainability funding of $5,000 each. Examples of activities that were planned for the 2015-16 fiscal year included a theme youth drop-in program twice a month hosted by the Detah and Ndilǫ Wellness Division; poster contest, guest speaker, student videos and movie night put on at the Jean Wetrade School in Gamèti; and a weekly music club that included talks on alcohol and drugs at the Yellowknife SideDoor Resource Centre for Youth.

NWT Wellness Court

The NWT Wellness Court offers an alternative to conventional court that focuses on the offender rather than the offence. The court and the supporting program provide intensive supervision and targeted programing for chronic offenders who have mental health issues, addictions or cognitive challenges that contribute to their criminal behaviour. This program is intended to help offenders develop a healthier life and to avoid re-offending.

The Wellness Court works in collaboration with the GNWT Integrated Case Management (ICM) Pilot Project that was established to improve access to, and delivery of, services to common GNWT clients with complex and multiple needs. This will be achieved through better integration of case management best practices across departmental boundaries to create a coordinated and seamless service delivery system. The ICM working group consists of representatives from the Department of Justice, the Department of Health and Social Services, the Department of Education, Culture and Employment, NWT Housing Corporation, and the Yellowknife Health and Social Services Agency. In 2015, the ICM Pilot Project was being delivered in Yellowknife. It is expected that through the work of the ICM, staff will be able to identify and propose solutions for gaps in service delivery and system improvements may extend beyond Yellowknife.

Tri-territorial Crime Prevention Research Project

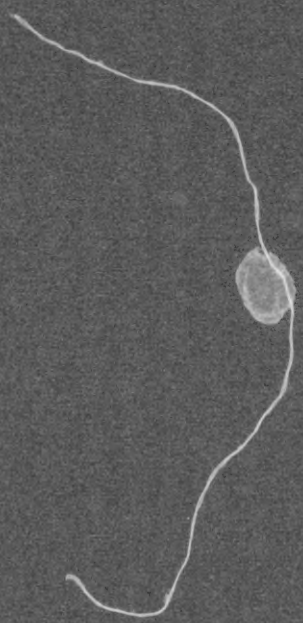
The DOJ is currently participating in a tri-territorial crime prevention research project with the Yukon and Nunavut. In 2015, the territories worked together to collect data to help inform the development of best practices and evidence-based crime prevention programming. The territories will incorporate traditional knowledge and build a common understanding of influencing factors and context in order to better understand the causes of our higher crime rates and factors that protect against crime. The data gathered will help each territory to develop a pilot crime prevention program during the final two years of the four year pilot (2016-17 and 2017-18).

Offender Reintegration

There are programs and services in place to help offenders successfully reintegrate into their communities after being released from custody. There are psychological services available to inmates at all facilities. The DOJ also has traditional and addictions counsellors, and liaison officers on staff to identify an inmate's specific needs, and work with case managers to ensure appropriate supports are made available. There are other various programs and services available to help inmates address their criminogenic behaviours, such as wilderness programming, alcohol counselling, life skills programs, and traditional activities.

When the time comes for an individual who has served a custodial sentence to return to the community, the chances of a successful reintegration are greatly improved when the inmate is aware of the support the community has provided during the incarceration period, and the community is aware of the work the inmate did to address issues while incarcerated. The DOJs Corrections Service has measures in place to ensure inmates have the ability to maintain contact with their families and community members throughout the incarceration period. This process begins with an individual case management plan, where case managers gather information from key supports including family members, community leadership, probation services, RCMP and CJCs, and shares this information with the inmate. Together, they develop a case management plan to support the inmate's rehabilitation and reintegration.

Family Violence



The Department of Health and Social Services (HSS) undertakes work related to family violence as the Government of the Northwest Territories (GNWT) lead in collaboration with the Department of Justice (DOJ) as well as the Department of Aboriginal Affairs and Intergovernmental Relations (DAAIR).

The GNWT supports a number of initiatives designed to combat family violence and violence against women in Northwest Territories (NWT) communities and to help those directly and indirectly affected by crime.

Protection Against Family Violence Act

The *Protection Against Family Violence Act* provides legal tools such as emergency protection orders 24 hours a day for people who feel threatened with family violence. Victims across the territory can apply for orders through their local RCMP or by contacting the family violence counsellors at YWCA Alison McAteer House.

Residential Tenancies Act

Amendments to the *Residential Tenancies Act* that came into force in August 2015 give tenants who find themselves faced with domestic violence the option to apply to have their rental tenancy agreement terminated. To apply, tenants must have a current and in effect Emergency Protection Order, Protection Order or other court order in place that demonstrates that violence has occurred.

Services for Victims

Through "in-person" contact or telephone outreach, Victim Services Workers offer: immediate emotional support; information on safety planning, emergency shelters, court processes and accompaniment if requested by the victim; accompaniment to an RCMP detachment, hospital or health centre; assistance with victim impact statements, applications to the Victims of Crime Emergency Fund, and registrations for victim notification programs; and referrals to community programs and services. There are Victim Service programs in Yellowknife and Behchokǫ̀, who provide outreach services to Ndilǫ, Detah, Łutselk'e, Whatì, Gamètì and Wekweètì.

The Victims of Crime Emergency Fund provides assistance to victims of serious violent crime. It can fund up to six sessions of emergency counselling with private counsellors to help victims and secondary victims to deal with experiences of victimization. It will also fund certain other emergency expenses resulting from experiencing serious crime.

Community Safety Strategy

The Community Safety Strategy is a pilot project intended to build collaboration between the Department of Justice, the RCMP, and communities. The objectives of the Community Safety Strategy are to: identify issues, look at achievable and sustainable goals, assess capacity to achieve those goals, and identify strategies for moving forward. In 2015, the pilot was being conducted in two communities, K'atl'odeeche First Nation and Tulita. An evaluation of the pilot to date will take place in 2016, after which time the Department will contact each community to discuss implementation of the Strategy in their community.

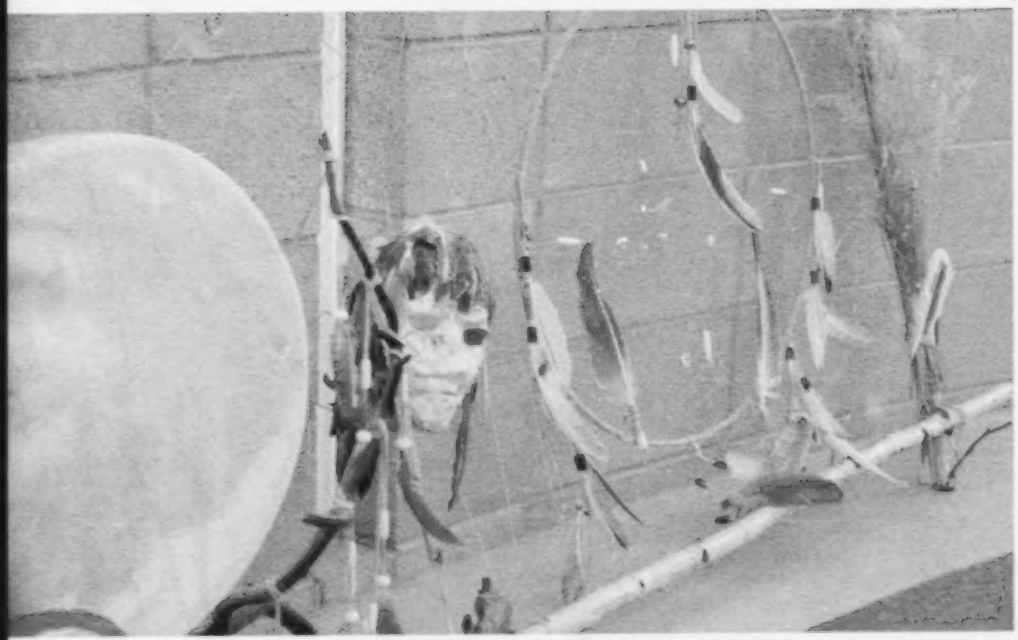
Domestic Violence Treatment Options Court

The Domestic Violence Treatment Options (DVTO) Court continues to provide an option for low-risk offenders who are willing to take responsibility for their actions and participate in an eight-week treatment program. The program's goal is to reduce further incidents or escalation of domestic violence. The DVTO Court is currently offered in Yellowknife, Hay River, K'atl'odeeche, and Enterprise.

"A New Day" Healing Program

The 'A New Day' healing program targets adult men who use violence in their intimate and family relationships. The goals of the pilot program are to reduce violent behaviours and re-offending rates among violent men. It is part of a larger system of accountability and safety, to provide violent men with alternative ways of behaving with their partners, their children and their communities. The pilot is currently offered in Yellowknife through the Tree of Peace. In 2015, over 120 clients were served by the program. Men over the age of 18 can self-identify to participate in the program, or be referred by an agency or organization to participate. In 2016-17, the DOJ will work with the Tree of Peace to assess the results of the pilot. Based on this information, DOJ will make decisions on the most appropriate way to continue programming aimed at reducing violent behaviour in this population.

The GNWT continues to work with the Coalition Against Family Violence to explore new ways to engage communities in the development and promotion of education and awareness campaigns, and in identifying family violence prevention strategies that address the specific needs of each community.



Healing room at the North Slave Correctional Centre. Photo: Department of Justice

Housing

Public Housing Rent Scale

As a result of extensive consultations as part of the development of its strategic framework, *Building for the Future: Northern Solutions for Northern Housing*, the Northwest Territories Housing Corporation (NWTHC) in 2012 revised its public housing rent to address a perceived disincentive to work. The previous rent scale was viewed as a major contributor to creating dependency on government and providing a disincentive to work for territorial residents who reside in public housing.

The introduction of income ranges to assess household income ensures that tenants will have the ability to earn extra income without necessarily having their rent increase. This addresses the concern brought forward by some that an increase in income would be clawed back through increases in rent. The income ranges and their corresponding rent levels are shown in the table below.

	Monthly Rent		
Monthly Income	Zone A	Zone B	Zone C
< $1,667	$80	$75	$70
$1,667 - $2,499	$160	$150	$140
$2,500 - $3,749	$365	$345	$325
$3,750 - $4,999	$610	$580	$555
$5,000 - $6,674	$890	$845	$790
$6,675 - $8,333	$1,295	$1,230	$1,155
$8,334 or More	$1,625	$1,545	$1,445

Zone A Communities: Yellowknife, Hay River, Fort Smith, Inuvik, Norman Wells, Fort Simpson

Zone B Communities: Dettah/Ndilǫ, Hay River Reserve, Enterprise, Behchokǫ̀, Fort Liard, Fort Providence, Kakisa, Jean Marie River, Nahanni Butte, Fort Resolution, Gamèti, Whatì, Trout Lake, Wekweèti, Wrigley

Zone C Communities: Fort McPherson, Tsiigehtchic, Tulita, Łutselkè, Aklavik, Tuktoyaktuk, Deline, Fort Good Hope, Paulatuk, Sachs Harbour, Ulukhaktok, Colville Lake

Purchasing a Housing Unit

Tenants that see their incomes increase and are interested in buying their housing unit may be eligible to receive a $25,000 forgivable loan. This amount can only be used to lower the purchase price of the unit they intend to purchase. For further information on this, interested tenants/applicants should contact their local community housing organization or District Office.

Mental Health and Addictions

Mental Health programs and services are accessible through the Government of the Northwest Territories (GNWT) Health and Social Services (HSS) Authorities and provide all Northwest Territories (NWT) residents with access to a broad continuum of options that focus on the client; promote understanding, awareness and acceptance; and provide accessible, effective treatment services. Current and ongoing mental health treatment services for all age groups include:

- Community Counselling Program;
- Residential treatment
- 24/7 NWT Helpline; and,
- Psychiatric assessment and treatment.

Residential addictions treatment is also available to all NWT residents that have complex needs that go beyond the capacity at the community level. To ensure these needs are met, HSS has contracts with four southern treatment facilities:

Aventa Treatment Centre for Women – Calgary, AB
- Women-only facility.
- Prioritizes pregnant women.
- Treatment focuses on healing from experienced traumas.

Fresh Start Recovery Centre – Calgary, AB
- Male only facility.
- 12-step based programming.

Edgewood Treatment Centre – Nanaimo, BC
- Co-ed facility.
- Treats opiate addictions and concurrent disorders.

Poundmaker's Lodge – St. Alberta, AB
- Co-ed facility.
- Incorporates traditional First Nations, Metis, and Inuit spirituality.

To support Aboriginal Governments in providing their residents with access to culturally appropriate wellness programs that best meet their needs, HSS is working with Aboriginal governments to deliver On-the-Land Healing Programs. A total of $1.23M has been earmarked for On-the-Land healing initiatives in 2015/16 fiscal year and ongoing. HSS invited Aboriginal governments to submit expressions of interest and provided guidelines for accessing the On-the-Land Healing Contribution Fund. There is $125K available to each region with an option to increase based on uptake. For 2015/16, proposals were received and Contribution Agreements are in place with the Inuvialuit Regional Corporation, the Tłı̨chǫ Community Services Agency, the Gwich'in Tribal Council, the Sahtu Dene Council, and the Akaitcho Territory Government.

In addition, HSS has collaborated with every NWT community on the development of Community Wellness Plans. Community Wellness Plans allow communities to decide for themselves where federal wellness funding should be directed. Community input and engagement in the development and implementation of wellness programs is critical to successfully addressing health and social issues.

A decentralized team of Community Development and Wellness Planners has been hired to support ongoing community wellness work. Positions are located in the Sahtu/Beaufort Delta, Dehcho, and the North/South Slave regions.

In 2015/16 approximately $9.6M in federal funding is being utilized to support health and wellness in communities. Approximately $6M of the $9.6M has been allocated directly to Aboriginal organizations to support:

- Training and capacity building;
- Healthy child and youth development;
- Mental health and addictions; and
- Healthy living and disease prevention.

Business Development

The programs through which the Government of the Northwest Territories (GNWT) carries out the business obligations it has under the Socio-Economic Agreements (SEAs) are described in this section.

For the GNWT grants, contributions and loans, the following meanings apply:

Grant:	This is an unconditional transfer payment.
Contribution:	This is a conditional transfer of approved funds to a third party to fulfill a statutory obligation or other government objective.
Loan:	This is a business agreement requiring the transfer of funds from the lender to the borrower, for a specific purpose that will be repaid by the borrower with interest over an agreed upon period of time.

All programs listed are offered in all Northwest Territories (NWT) communities. Each program area has its own program requirements.

Business Development

The Department of Industry, Tourism and Investment (ITI) regional offices, the NWT Business Development and Investment Corporation (BDIC), and other parties responsible for program implementation, regularly provide information about general business support programs. These include the programs under the Support for Entrepreneurs and Economic Development (SEED) Policy and the BDIC Credit Facilities, Venture Investment, Contributions and Subsidiary programs.

SEED

SEED provides programs to help diversify the economy, start or expand NWT businesses, improve business knowledge and capacity, and to investigate new sector business opportunities.

In the 2014/2015 fiscal year, $4,149,323.00 was available in program funding. Based on demand, ITI gave a total of $4,149,323.00 in contributions to 479 individuals, businesses and organizations in the NWT.

SEED has five programs:

Entrepreneur Support

All NWT businesses can apply under this category for up to $15,000 in funding. The category covers costs related to the following activities: start-up funding; capital assistance; operational support; and market and product development.

Sector Support

Assistance up to $25,000 is available for sector research or investigation of new opportunities. The program also provides an interest reduction for up to $15,000 annually for eligible businesses to offset loan interest related to new capital purchases for expansion of business.

Community Economic Development

NWT-based associations, band and community councils are eligible to access up to $25,000 in funding for a wide range of economic initiatives that support community economic development.

Micro Business

In this category, contributions of up to $5,000 are provided for self-employment activities aimed at traditional economy, arts, film and other self-employment activities.

Business Intelligence and Networking

For this category, up to $3,000 per individual may be provided where business trip costs exceed $1,500 (applicant must contribute at least $1,000 towards eligible trip costs).

Economic Development Officers (EDOs)

EDOs provide business support services and program delivery to people and companies throughout the NWT. They are networked to business development contacts, financial institutions, and government departments and agencies. This enables them to develop ongoing contacts within the mining industry and connect industries with business opportunities in the mining sector. Through this guidance and support local businesses are more aware and prepared for potential opportunities in the mining sector.

During the reporting period, EDOs provided business counselling to enable clients to pursue or maintain business with companies in the mining industry. The types of businesses that mainly benefit from procurement properties with the mines are those who could provide contract services to the mines, such as those involved in construction and transport services.

The type of advice or counselling given can range from reviewing and providing advice on business plans, and suggestions and strategies on how to approach the mines to obtain procurement opportunities. EDOs are an information source on market data and development of opportunities in a wide range of economic sectors. This assistance is invaluable in helping small businesses to build capacity.

EDO Community Transfer Initiative (CTI)

The CTI program provides some NWT communities with salary and operation funding so that they can obtain the services of an EDO who will be responsible for that community. Some of the EDO positions are funded through the CTI program.

EDOs are responsible for facilitating, promoting and ensuring community economic development in order to secure opportunities for economic and business development and increase local employment. EDOs provide business counselling in the regions to foster the long-term development of business capacity and to match local companies with business opportunities.

The North Slave Regional Partnership is a collaborative partnership where representatives of Aboriginal, territorial, federal and municipal governments collaborate with the mining industry to discuss and develop labour market strategies. This includes many programs that relate to the mining industry, including safety courses, apprenticeship programs, and more.

The goal is to create a network of community EDOs working toward promoting business development in the NWT. These community EDOs assist in new business development and expansion, while also providing counselling in business network development and funding. CTIs are in place in Gamètì, Wekweètì, and Whatì. Currently, one full-time position is based in each of Whatì and Gamètì and one part-time position is based in Wekweètì.

ITI's North Slave Regional Office also has an arrangement with Denesoline Corporation to provide staff in the community of Łutselk'e to provide business advice and services.

BDIC

The BDIC offers a wide range of business services and programs to support the business goals of the GNWT in a way that helps the people and the economy of the NWT. The ITI Regional Offices deliver the credit facility programs on behalf of BDIC. All other programs and services are delivered directly through the BDIC offices.

The BDIC provides several products and services to NWT businesses. They include:

- Term loans, working capital guarantees and standby letters of credit;
- Giving contributions to new and expanding NWT businesses;
- Investing in companies;
- Operating subsidiary companies; and
- Providing business information and guidance.

For example, the subsidiary program is based on facilitating community ownership and supporting local subsidiary boards, with the BDIC providing centralized functions in general operational support, accounting and marketing. In 2014/2015, the BDIC's subsidiaries maintained 14.31 direct employees (person-years) and supported 124 craft producers. Other programs include Variable Interest Rate Financing that allows for a flexible loan with the advantage of a lower borrowing rate during times of falling interest rates. The BDIC Capital Guarantee Program guarantees a business working capital arrangement with its bank.

The BDIC approved $7,268 million of credit and provided $546,000 in contribution within the reporting period. The following table provides a summary of the regional breakdown of the financing and contribution funding.

Credit Facilities and Contributions - January to December, 2015

Region	Credit Facilities		Contributions	
	#	$(000)	#	$(000)
North Slave	2	1,058	39	285
South Slave	12	3,135	7	67
Inuvik	2	2,080	27	144
Sahtu	—	—	—	—
Dehcho	1	995	3	50
Total	**17**	**7,268**	**76**	**546**

Partnerships

The BDIC partners with various organizations to leverage opportunities to increase business capacity building and to contribute to overall success of NWT businesses. BDIC has entered into several Memoranda of Understanding (MOU), including the NWT Chamber of Commerce, Aurora College and the Business Development Bank of Canada to name a few.

More recently a MOU was signed between the BDIC and Futurpreneur Canada that will provide a mentoring program and series of entrepreneurial bootcamps for young entrepreneurs. The Mentor-Me NWT is a six-month structured mentoring program for young entrepreneurs. Entrepreneurial mentoring provides a tangible boost in personal and business success, and is a powerful tool for community-building in the North, engaging business owners to leave a lasting impact on younger generations. The intent is to collaborate with BDIC and share costs in carrying out activities and promote business attraction, development and retention.

The BDIC and the Business Development Bank of Canada signed an MOU that allows applicants the opportunity to apply for credit facilities in excess of the BDIC limit of $2 million. This increase in lending allows for greater flexibility and larger capital projects to be considered.

The BDIC and Aurora Collage cooperated in the delivery of courses in different programs at Aurora College campuses. Aurora College runs professional development courses and workshops for BDIC staff. The BDIC supports Aurora College's focus on the improvement of business-based knowledge and skills through specialized instruction services for business and economic development programs for students.

Canada Business Northwest Territories (CBNWT)

CBNWT gives information on government services, programs and rules. Clients can have questions answered about starting a new company or how to improve a current business. In addition, online publications are provided on business services in the North, and how to start a business in the NWT. The website is located with BDIC and co-funded by the Canadian Northern Economic Development Agency. It acts as a central resource for Canadian and territorial business information. The goal is to give small companies and new business people access to accurate, timely and relevant information and referrals.

The main CBNWT service centre is located at the BDIC office in Yellowknife, and each of the seven Community Futures Development Corporations (CFDCs) are a CBNWT Service Centre access point. The CFDCs work to coordinate CFD service delivery with public and private agencies responsible for furthering economic development in the community and the region. This coordination reduces unnecessary duplication and uses resources more efficiently.

Community Futures Program (CFP)

CFP is a community-based regional approach to employment creation and economic development. The CFP is delivered through seven CFDCs operating in all 33 communities of the NWT. Of the seven CFDCs, ITI currently funds six.

Each CFDC is an incorporated, non-profit body that supports small business development. CFDCs are run by independent boards of directors, which are composed of representatives from the regions they serve. Since their creation, CFDCs have been provided $6.23 million in non-repayable capital funding - the GNWT contributed $3.73 million of that total. Specifically in the 2014/2015 fiscal year, over $985,980 in funding was given out under the CFP to the CFDCs.

CFDCs are mandated to support community and business development through the creation and expansion of small and medium sized enterprises and the creation and maintenance of employment opportunities in NWT communities. CFDCs provide business information and skills development, as well as delivery of financial programs. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training.

The CFDCs in the main communities that service the Diavik mine are the Thebacha Business Development Centre, the Akaitcho Business Development Corporation, and the Dogrib Area Community Futures. These corporations provide services to Fort Smith, Łutselk'e, Fort Resolution, Yellowknife, N'dilǫ, Detah, Behchokǫ̀, Whatì, Gamètì and Wekweètì.

While each CFDC has some flexibility to set its own priorities for economic development in its respective region, they offer core services that include some or all of the following:

- Business loans and loan guarantees including term loans up to $200,000;
- Counselling and assistance for entrepreneurs beginning or expanding a business;
- Wage subsidies for those who are unemployed and want to start a new business; and
- Access to Canada Business Northwest Territories Internet sites and business information.

GNWT Business Incentive Policy (BIP)

To support GNWT commitments to advance a vibrant private sector and support sustainable economic development in the NWT, the GNWT has had a preferential procurement policy since 1976. The BIP is an economic policy that gives preference to registered NWT businesses for GNWT purchases of products and services.

The GNWT's official registry of approved businesses under the BIP can be found at: http://www.iti.gov.nt.ca/programs-services/business-incentive-policy

The Northwest Territories Manufactured Products Policy (NWTMPP) requires GNWT contract authorities to purchase approved NWT manufactured products as designated under the NWTMPP. The NWTMPP strives to encourage local production as a means to diversify the NWT economy, and to foster and maintain the investment, jobs and income produced by local manufacturing.

Below is a breakdown of the BIP-registered businesses by community grouping, as of March 10, 2016:

Behchokǫ̀	Gamètì	Łutselk'e	Wekweètì	Whatì	Yellowknife / N'dilǫ / Detah	Other NWT Communities	NWT Total
22	0	3	0	1	769	738	1,507

GNWT Contract Registry Reporting System

To ensure that any interested businesses are given a fair opportunity to compete on government contracts, the GNWT provides information on government contract opportunities. The GNWT Contract Registry and Reporting System provides a central list of all tenders and proposals. It is open to the public and supports the BIP by enhancing transparency in government contracting.

Other GNWT Business Development Responsibilities

ITI Regional Offices are also responsible for facilitating other services and programs to maximize NWT business and employment capacity.

The GNWT supports existing public and private sector programs that enable the provision of technical business development support services through:

- EDOs and EDO CTI;
- CFP;
- SEED funding; and
- BDIC.

Bizpal

BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business. It is an online service that streamlines the processes of business permitting and licensing.

The service provides prospective business owners and entrepreneurs with access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government, such as a development permit, or a development demolition permit, a business licence, lease or a purchase of crown land, an outfitters licence or a sign permit.

The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. The GNWT, through ITI, works with Industry Canada, municipal and Aboriginal governments, as well as territorial and regional business organizations, to maintain the BizPal network in the NWT. BizPal can be found online at http://www.iti.gov.nt.ca/programs-services/BizPal.

Northern Business Community Meetings

Regional EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. At these meetings, they promote and raise awareness about business opportunities relating to the mining industry.

EDOs attend conferences, workshops and community meetings throughout their regions, the NWT and Canada to promote opportunities in their regions and support community meetings and conferences.

Aurora College

Aurora College offers certificates, diplomas, degrees and trades training with strong cultural content and hands-on experience to ensure programs meet the needs of NWT residents and the labour market. The college upgrades the business and economic skills of NWT residents through the programs described below.

Continuing Education – Business Development

Aurora College's three Continuing Education Departments offer employment-related skill development training courses. For business development, Aurora College offers the following courses:

- Business Basics
- Proposal Writing
- Bookkeeping
- Financial Planning
- Accounting and Finance
- Project Management
- Simply Accounting
- Office Procedures
- QuickBooks
- Small Business Development

Small Business Development

The Small Business Development Program is a 16-week program intended for individuals who want to start a small business in the NWT. The program focuses on areas important for the successful start-up and operation of a small business. Emphasis is placed on gaining familiarity with the structure of small businesses, learning how to develop a business plan, knowledge of sales and marketing, financial management, human resource management, strategic planning, business management and leadership. The program is oriented to the practical development of a small business and includes a special project to give individuals hands-on experience in starting and running a small business. Individuals taking the course also have the chance to work on their own business idea in this program.

Business Administration

The Business Administration Program provides students with the knowledge and skills necessary to start in entry level careers in business, government and non-profit organizations. Business courses stress applicability to small businesses in the NWT. This program provides students with an opportunity to acquire either a certificate (a one-year program) or a diploma (a two-year program).

The two-year diploma has three directions of study: general, co-op, and community economic development (CED). The co-op direction has two work placement opportunities. The CED stream includes special courses that are useful for individuals who are planning to start a business at the community level, or looking for economic development positions with municipalities or Aboriginal organizations.

A Business Administration Access Program has been designed to provide individuals interested in entering the Business Administration Program with the required knowledge, skills and advanced education in communications, math, computer applications and bookkeeping.

Regional EDOs

Regional EDOs are experienced and informed in the variety of ways in which to help people and companies grow. As business development specialists they identify economic development programs, and provide support, advice and assistance. They are networked to business, and other organizations and agencies, which enables them to help new entrepreneurs and other businesses to identify opportunities and establish contacts within the mining industry, and in industries that seek to do business with the mining industry. EDOs apply their knowledge of the needs of industry in the regions where there is capacity for expanding or initiating local businesses.

Resources

The GNWT informs NWT businesses of opportunities arising from diamond mining projects through trade shows, communication materials and EDOs.

During the reporting period, the following GNWT communication materials relating to business opportunities were available:

- The Business and Economic Development section of the ITI website. The website provides links to information on the BDIC, BIP, CFP, EDOs, SEED programs and more: http://www.iti.gov.nt.ca/sectors/business-and-economic-development
- The publications section of the ITI website. This section has information on business and economic development resources. There are also a number of reports that may help identify business development opportunities. Copies of some of these publications have also been made available in print: http://www.iti.gov.nt.ca/publications-main

SEA Meeting Summaries

Diavik SEMA Senior Officials Meeting Summary

On November 25, 2015, the Government of the Northwest Territories (GNWT) met with Diavik Diamond Mines Incorporated (DDMI) to discuss their performance on the Diavik Socio-Economic Monitoring Agreement (SEMA).

Employment and Training

Under Diavik's SEMA, DDMI committed to 66 percent Northwest Territories (NWT) and 40 percent Northern Aboriginal employment during operations. In 2014, DDMI reported its NWT Resident employment at 47 percent, or 448 of the 948 employees. GNWT noted DDMI's goal of improving Northern employment year over year, and is interested in working together to further understand and address the barriers to Northern employment. The GNWT also noted that the 2015 third quarter employment numbers shared by DDMI were trending upward and were encouraged by this trend.

The ongoing partnerships between the Department of Education, Culture and Employment (ECE) and DDMI remain strong. ECE identified that it would like to build more direct relationships with DDMI contractors in order to provide them with the same opportunities afforded to DDMI, which DDMI was supportive of. DDMI's commitment to hire students out of the Mine Training Society (MTS) is exemplary and DDMI support for the MTS was noted. DDMI progression plans that ensure career development are promising. DDMI noted that retaining journeypersons after they have completed their training could mean a reduction in the number of new apprentices over the longer term as roles are filled and the operation nears the end of its projected mine life.

GNWT is supportive of DDMI's focus on improving gender equality and looks forward to more information on this when employment numbers are presented in the 2015 SEMA Report. The information available from the GNWT Student Financial Assistance (SFA) Program may help in this endeavor, as well as workforce development generally.

The GNWT is also pleased that DDMI has demonstrated their commitment to Northern hiring by paying all the costs associated with travel for NWT residents to and from Diavik. In addition to facilitating NWT employment, this benefit allows NWT residents to stay in their home community rather than moving to a larger centre. The GNWT will discuss issues related to travel expenses with the new Minister of ITI.

Business

The GNWT is encouraged by DDMI's efforts and success in procurement, achieving 75 percent of its committed 70 percent Northern procurement. The GNWT is aware of the fact that the diamond industry has had a difficult year. The GNWT understands the financial strain the 20 percent decrease in diamond prices has had on DDMI, but is pleased that DDMI has committed to not making short-term decisions. The GNWT has also noted DDMI concern regarding the valuation process and the effect it has on DDMI's ability to sell their product relative to other diamond mines around the world. The GNWT is encouraged that the construction of the A21 pipe will ensure production levels will be consistent through to mine closure and that there has been integration between A21 and existing operations in terms of employee movement.

The GNWT is pleased with the success of the wind farm project, which has reduced fuel usage, by over five million litres annually. The GNWT supports DDMI commitment to create sustainable Northern businesses through projects such as taking Aboriginal business development corporations to other Rio Tinto sites (Iron Ore Company of Canada).

Wellness

The GNWT is aware that DDMI has various programs in place to maintain the well being of its employees and recognizes many of these compliment the priorities of the Territory. The GNWT supports DDMI's health and safety goal of zero-harm and the continued improvements in this area. GNWT is pleased to hear that DDMI is not only working on improving health and safety in the workplace, but also promoting the message beyond the workplace by implementing programs in the communities (e.g. carbon monoxide detectors). GNWT is encouraged by the forward-thinking mindset of the industrial sector, which is pushing the public sector to improve their safety. The Department of Health and Social Services (HSS) wanted to reiterate that they are undergoing system transformation, forming one singular health authority, and that all the information is available on the HSS website. HSS was also supportive of DDMI's interest in the on-the-land funders collaborative and agreed to facilitate participation wherever possible.

Reporting

The 2014 Socio-Economic Monitoring Report was well done and the GNWT had no major issues with the format or content, and the GNWT appreciates that it was submitted on time. GNWT has noted DDMI request to meet closer to the publication of the report next year.

Transition Government

As was discussed in the meeting, the GNWT was in transition with regard to elected officials. As such, the GNWT was unable to make commitments until the priorities of the new government are in place.

DCAB

In lieu of the Diavik Community Advisory Board, GNWT is scheduling visits to the impacted communities. GNWT will coordinate with DDMI on this initiative.

Ekati SEA Senior Officials Meeting Summary

On October 30, 2015, the GNWT met with Dominion Diamond Ekati Corporation (DDEC) to discuss their performance on the Ekati Socio-Economic Agreement (SEA). All parties involved agreed that the annual SEA report meeting is important to identify areas where both the GNWT and DDEC can improve on achieving socio-economic goals.

Employment and Training

By headcount, Northern employment is at 62% and DDEC is working toward increasing those numbers. However, DDEC acknowledged that commodities and mining have been battered lately due to downturns in demand, especially in China where consolidation of stores is occurring in certain markets. DDEC has chosen to keep production going rather than downsizing by holding on to diamonds until the market is more suitable. DDEC is taking a 'lower for longer' strategy based on the 2008-2009 economy to ensure that it is stable and Northern job loss will be minimal.

ECE acknowledged that an effective relationship has been fostered between DDEC and the GNWT, but ECE would like to extend that relationship more effectively to DDEC's contractors. DDEC agreed and was positive that this would help to improve hiring targets. Improving Aboriginal leadership within the company is a current priority for DDEC. DDEC has identified that basic skills upgrading has allowed for this, and has reinstated the Adult Educator Position for this reason. Additional apprenticeship positions have been added, with 44 available between DDEC and its contractors. DDEC is committed to increasing the employment of women in the workplace and GNWT suggested some strategies to help this effort such as early awareness of jobs opportunities, targeting Northern students for coop programs and the use of contact lists being put together by ECE. Recent changes to SFA remission rates will encourage skilled workers to move to the territory to seek employment. DDEC indicated that it would be beneficial to students if the GNWT could accompany DDEC to career fairs to explain the SFA remission program.

Business

DDEC admitted there has been a shift in Northern procurement when looking at the percentages, but in real dollars, Northern business are still benefitting from procurement contracts. DDEC has also included key performance indicators in new contracts to help benefit Northern workers as well as rewarding Northern-to-Northern business. DDEC identified that winter road contracts will be higher than normal this year, and they have actively worked with Northern businesses to secure these contracts. When the GNWT queried where DDEC's weak points were regarding getting more Northern businesses involved, the response was that over the years, DDEC has engaged many companies, building a critical mass. The goal now is to further engage Northern companies and make some of the harder incremental changes. This commitment has been demonstrated by DDEC through taking an active interest in identifying opportunities and engaging with Northern businesses to succeed. DDEC admitted that this has not always resulted in good contracts, but in the spirit of the SEA, they have committed to continue to help Northern businesses develop their capacity.

GNWT asked DDEC to discuss the transport of employees to the mines. DDEC reported that their Edmonton charter is no longer offered, which helps them better comply with the SEA. However, this has led to a stall in negotiations with the union. Regarding travel for NWT residents, DDEC stated that all residents of the NWT qualify for a travel subsidy regardless of whether or not they reside in a pickup point community. DDEC noted that uptake of this was not as high as hoped. GNWT offered to help work with mayors to better promote their communities and work on improving the skills inventory program for ECE clients.

Wellness

The GNWT reported that they are currently reviewing many health and wellness policies. There are certain policies, such as those pertaining to medical travel, which they would like to engage with industry on. DDEC discussed issues of safety at the mine site, noting that more KPIs are weighted toward safety to help reduce the frequency. DDEC is now tracking severity of injuries as well to better understand the types of injuries occurring and is working to find out what motivates people to work safely. DDEC is deploying the message of safety across the organization, not just at the mine site. DDEC noted that employee fatigue is a priority and is focusing not only on what happens at site, but also considering how employees get to site to ensure fatigue is less of an issue. DDEC has improved their investigation procedures and is trying to implement changes as soon after to ensure similar incidents do not occur. DDEC noted that a large challenge with both safety and employment surrounds lifestyle choices. DDEC expanded to say that training is valuable, but if employees cannot pass drug and alcohol testing, then the viable pool of employees is reduced. Relaxing these standards would only lead to an increase in safety incidents.

Łutselk'e Community Meeting Summary

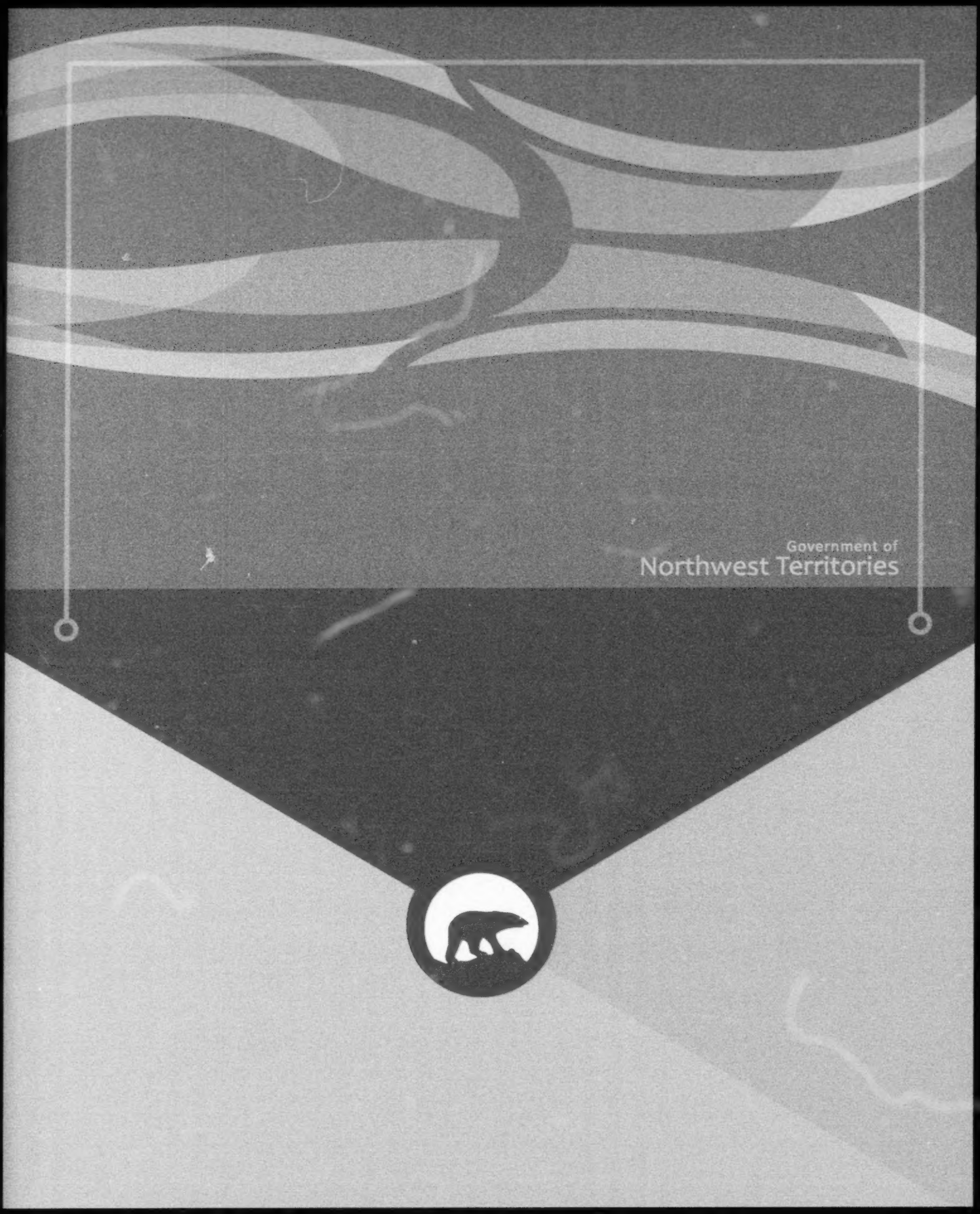
Representatives from the GNWT and Dominion Diamond Corporation (DDC) visited the community of ŁutselK'e on December 11, 2015 to discuss the results of their 2014 SEA monitoring reports. The meeting consisted of presentations by both the GNWT and DDC, as well as ample time for questions from the community.

The majority of the questions were directed to the GNWT, specifically related to grants and funding. There was an expressed interest from the community in finding a way to simplify the process, as they believed that the difficulty of filling out the forms reduced access, especially for those who were not literate. ITI put out an offer to return to the community to help with some of these logistics and to run a workshop. There was a request to return prior to the new fiscal year to hold a scoping workshop and develop a workplan based on the results of the scoping workshop. It was expressed that at least two days be set aside for this type of meeting. Another, more focussed question was in relation to the inability to acquire SEED funds where the community member had arrears on his property. He felt he was caught between the band, who told him not to pay property taxes, and his ability to acquire grants. The GNWT representative noted that this is government policy and likely cannot be changed. A member of council did ask if the band could apply on behalf of the individual, to which the GNWT responded that they could not, but that the band could take on the project themselves. The GNWT followed up that it might be possible to work with the Department of Finance to create a repayment plan if the member was willing.

Directly related to the SEAs, a community member asked about the status of the Snap Lake SEA and whether the GNWT received notice of the suspension of operations as per the clauses in the EA. The GNWT responded that they did receive written notice from De Beers. There was a follow-up regarding the Snap Lake monitoring board and if it was created. The GNWT responded that it was not created as it was shown that a similar Board, the Diavik Communities Advisory Board (DCAB) was ineffective. A member of council indicated that she agreed that DCAB was not a success and that while a board is important, the roles of the board needed to be better defined. There was also a question regarding why Gahcho Kué has not been reporting even though they are under construction. The GNWT responded that since reporting is for the year previous, there is an expectation that a Gahcho Kué report will be developed for the 2015 period when the mine was actually under construction.

Some health related issues that arose during the meeting included a typhoid outbreak at the Gahcho Kué construction site, mental wellness, and sex education to prevent disease spread. Questions around the access to housing and the cost of housing were also brought up. Specifically, the fact that some mine-employed community members could not afford to pay for their homes, as the rental rates go up with salary. A member of council pointed out that this does not provide incentive to take up a job.

During the closing remarks, as well as throughout the meeting, members of the community, council and sub-Chief Addy Jonnason indicated the community would benefit from more wide-ranging representation of GNWT departments at these meetings. There was a request for more in depth reporting related to the community, rather than some of the overarching themes presented, especially for issues related to mental health and wellbeing. The sub-Chief closed by stating that the community would follow up with a formal letter acknowledging the meeting.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